



Initiatives

A SYMPOSIUM ON RECREATION FOR OLDER ADULTS

THE
ACTION
PLANNING
REPORT

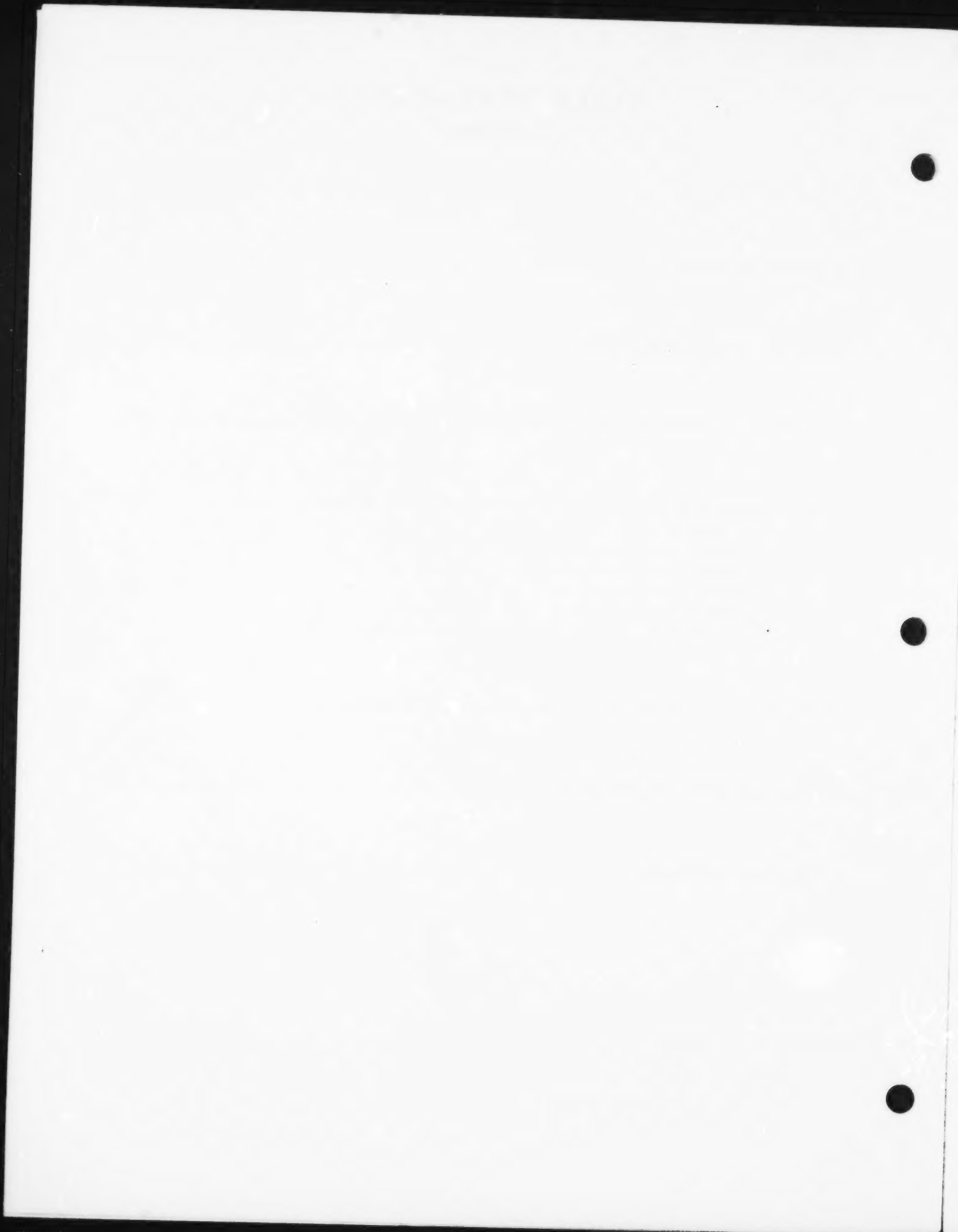


This report is dedicated to
the memory of Ken Ward, whose leadership
and enthusiastic support for community development has
greatly enhanced recreation services throughout
the Province of Ontario.



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INTRODUCTION

BUILDING ON A TEN YEAR HISTORY OF INVOLVEMENT WITH recreation for older adults, the Ontario Ministry of Tourism and Recreation has recently taken steps to improve the quality of life for Ontario's older adults. The Creative Initiatives for Older Adults Portfolio is one component of this program. The first major step in the portfolio's three-year program to support improvements in recreation to older adults was to host the Initiatives Symposium, held March 20-24, 1988, at the Skyline Hotel in Ottawa.

The goal of the Symposium was to provide high quality training, educational, networking and planning opportunities for its delegates so that new initiatives for older adults could be created in their respective communities.

Three hundred delegates were invited to the Symposium by the Ministry. They represented the education, research, administration and programming fields of recreation from the five geographic regions of the province.

Eastwest Consulting has prepared this report of the Symposium's action planning sessions. It presents overviews of the vision for older adult recreation, proposals for achieving the vision, and steps for developing regional networks. A summary of the professional development sessions held at the Symposium is found in "The Report of Professional Development Sessions."

It is hoped that this Action Planning Report will be a useful working document for the Symposium delegates and all other people involved in the implementation of successful recreation initiatives for older adults throughout the province.

THE SYMPOSIUM PROCESS

THE INITIATIVES SYMPOSIUM addressed three themes in recreation for older adults:

- i) PROGRAMS AND RESOURCES
- ii) SERVICE DELIVERY
- iii) ACTION PLANNING

Several styles of conference sessions were developed to address these themes and meet the Symposium goal of providing high quality educational, networking, and action planning opportunities. The four types of sessions used were: professional development sessions, the "Think Tank Team" vision-building session, action planning, and regional networking.

The design of each of these sessions is outlined below:

1. PROFESSIONAL DEVELOPMENT SESSIONS

A total of sixty professional development sessions were held at the Symposium. Thirty programs and resources sessions were held Monday, and thirty service delivery sessions were provided on Tuesday.

Three-hour sessions and one-and-one-half-hour workshops were interwoven throughout the Symposium. This gave delegates the option of attending several in-depth sessions or visiting numerous sessions on a variety of topics.

Resource people, recognized in their specific fields, were brought in from across the country to lead informative sessions on topics ranging from new craft ideas to community development.

A participant from each session volunteered to record key points from the presentation. These points have been collapsed in the "Report of the Initiatives Conference Professional Development Sessions."

2. THE "THINK TANK TEAM" VISION-BUILDING SESSION

A "Think Tank Team" met to develop a vision of recreation for older adults, to be used as a kick-off and basis for action planning exercises in the plenary group on Wednesday.

The Think Tank Team met on Monday and Tuesday afternoons. They focused on the broader picture of recreation for older adults, discussing:

- the longer term recreation needs of Ontario's aging population
- service delivery issues
- the ideal vision of recreation service delivery for this population through to the year 2000.

Sixteen conference delegates were invited to participate in the Team's activities. They possessed much knowledge of the aging process and expertise in providing services to the older adult population. The members were:

Ray Applebaum	Older Adults Centres Association
Barbara Chapman	Second Mile Club - Toronto
Susan Dafoe	St. Joseph's Hospital - London
Betty Lynn Enns	City of Kitchener, Parks and Recreation
Florence Forbes	Etobicoke Parks and Recreation
Lee Fraser	Rethink Inc.
Bill Gordon	Georgian College - Orillia
Lloyd Heywood	University of Waterloo
John Lagaipa	University of Windsor
Jean Serge Lauzon	Algonquin College - Ottawa
Marie Murphy-Foran	Sault College - Elliot Lake
Elizabeth Pearson	Friendship Centre - St. Marys
Marion Routledge	Senior Citizens Council - Ottawa
Joanne Russell	City of North York Parks and Recreation
Rhea Shulman	Bernard Betel Centre for Creative Living
Lorne Williams	Older Adults Centres, Senior Games

Consultants Kathleen Howard of the Ministry of Tourism and Recreation and Janice Dawson of Eastwest Consulting led the group through exercises to develop "Vision 2000."

3. ACTION PLANNING SESSION

The final day of the conference was spent planning for action. Representatives of the Think Tank Team presented their "Vision 2000" statement to the delegates Wednesday morning. The delegates then broke into heterogeneous groups to develop proposals for addressing the six elements of the vision. Five groups were assigned to each element and given a proposal form to complete with their colleagues.

Each group discussed the issues, concerns, possible solutions and recommendations for addressing their vision element, within the context of "Vision 2000." The individual group proposals were posted for viewing by all delegates at the conclusion of the morning.

4. REGIONAL NETWORKING SESSION

Action planning initiatives continued Wednesday afternoon. Delegates met in small groups with colleagues from their "home communities" to build proposals for regional networking and partnerships which supported plans for action developed in the morning. Each group completed a proposal form outlining what they were committed to do to begin implementation of regional networks.

INITIATIVES' "VISION 2000": RECREATION SERVICES FOR OLDER ADULTS

A SUB-GROUP of the Initiatives delegates, the "Think Tank Team," analyzed emerging trends in recreation services for older adults and brainstormed elements of ideal recreation service delivery for these people. These elements and trends have been synthesized into the following vision statement for quality recreation services for the older adult population of Ontario through to the year 2000.

TOMORROW'S OLDER ADULTS WILL BE DYNAMIC, SELF-DETERMINED INDIVIDUALS WHO ARE ACTIVELY INVOLVED IN THEIR COMMUNITY. AS MEMBERS OF A HIGHLY VISIBLE, INFLUENTIAL GROUP, THEY WILL EXERCISE THEIR RIGHTS AND CHOICES AND PARTICIPATE FULLY IN THE PLANNING AND DECISION-MAKING PROCESS.

THEY WILL HAVE OVERCOME THE FALSE PERCEPTIONS AND IMPOSED LIMITATIONS OF THE PAST. THEIR LIFESTYLES, GEARED TO THE PURSUIT OF WELLNESS AND QUALITY OF LIFE, WILL PROJECT A POSITIVE IMAGE OF AGING. THEIR CONTRIBUTIONS WILL BE VALUED.

TO PROMOTE UNDERSTANDING OF THE CHALLENGES FACING OLDER ADULTS, EDUCATION ON THE AGING PROCESS WILL BEGIN IN ELEMENTARY SCHOOL. PEOPLE OF ALL AGES WILL BE AWARE OF THE OPTIONS AND OPPORTUNITIES AVAILABLE TO THEM AS OLDER ADULTS THROUGH CONTINUING LEISURE EDUCATION, LIFESTYLE PLANNING AND PRE- AND POST-RETIREMENT PROGRAMS.

IN RESPONSE TO THE CHANGING DEMANDS OF OLDER ADULTS, SERVICE PROVIDERS WILL TAKE A MARKET-DRIVEN APPROACH TO MEETING THE NEEDS OF THE COMMUNITY. SERVICES WILL REFLECT SENSITIVITY TO THE CONCERNS OF OLDER ADULTS, THEIR FAMILIES AND THEIR CARE-GIVERS; AND AN OPEN, WELCOMING CLIMATE WILL ENCOURAGE USE OF FACILITIES. SERVICE PROVIDERS WILL KEEP PACE WITH CHANGING DEMOGRAPHICS AND FOSTER CO-OPERATION WITH OTHER AGENCIES TO DEVELOP SUPPORT NETWORKS, IMPROVE ACCESS AND REDUCE DUPLICATION OF SERVICES.

IN THIS VISION, ALL OLDER ADULTS WILL BE ASSURED OF EQUITY OF SERVICE. FINANCIAL AND PHYSICAL DISADVANTAGES WILL NO LONGER BE BARRIERS TO PARTICIPATION. THE TRANSPORTATION NEEDS OF BOTH URBAN AND RURAL RESIDENTS WILL BE MET. SERVICES AND PROGRAMS WILL BE ACCESSIBLE TO ALL.

THE BENEFITS OF RECREATION WILL REMAIN IN THE FOREFRONT, AS INFORMED CITIZENS, PROFESSIONAL LOBBYISTS AND CORPORATIONS WORK TOGETHER TO LOBBY FOR ACTION AND GENERATE SUPPORT FOR THE WELLNESS LIFESTYLE. IN THE PUBLIC SECTOR, A STRONG POLITICAL COMMITMENT TO RECREATION AND QUALITY OF LIFE WILL ASSURE BALANCED FUNDING TO ALL MINISTRIES INVOLVED IN DELIVERY OF SERVICES TO OLDER ADULTS AND HELP KEEP THE VISION ALIVE.

PROPOSALS FOR ACHIEVING "VISION 2000"

ALL SYMPOSIUM PARTICIPANTS are stakeholders in "Vision 2000." Small groups developed proposals for each of the six elements of "Vision 2000":

- | | |
|----------------|------------------|
| 1. IMAGE | 4. DELIVERY |
| 2. INVOLVEMENT | 5. ACCESSIBILITY |
| 3. EDUCATION | 6. ADVOCACY |

The groups identified the concerns, potential initiatives and concrete recommendations to be addressed for the vision elements. The groups' suggestions have been collapsed into one proposal for each vision element. These proposals and key messages from all proposals are as follows:

KEY MESSAGES FROM THE PROPOSALS

Common RECOMMENDATIONS from all proposals for achieving "Vision 2000" and enhancing recreation services for older adults include:

- Improve networking and communication at the Ministry level through to the local level. Begin to work collectively. Coordinate existing services. Share information and resources.
- Develop an Inter-Ministerial Committee (of representatives from MTR, COMSOC, Health, Senior Affairs, etc.) for the purposes of keeping each other informed and avoiding duplication of services.
- Establish a provincial committee to represent and voice the concerns of older adults across the province to the government.
- Establish proactive local Older Adult Advisory Councils and advocacy groups.
- Educate staff, the public, government and older adults on the aging process. Make them more aware of the needs of older adults and of existing services and information.
- Improve the image of the older adult as a contributing, involved member of society. The media needs to remove the present stereotype by portraying older adults as an important part of our society.

- Encourage older adults to become more involved in the planning, decision-making and implementation. Focus on community development. Assist older adult groups to plan for themselves. Provide educational opportunities.
- Provide all older adults throughout the Province with the opportunity to participate in programs which are accessible and available.
- Provide the leadership and support necessary to carry out new initiatives for older adults.

The common OBSTACLES to implementing these recommendations, as identified in the proposals, are:

Managing The Transition

- protectionism, closed minds, tunnel vision
- value issues - what societal initiatives/issues are of most priority?
- fear, resistance and apathy of the older adult - unwilling to change, comfortable with tradition
- hesitancy older adults to take control
- changing the attitudes of the professionals - having them "let go" of their traditional role
- staff's discomfort in letting others make decisions, limited training in facilitation skills
- too much "red tape" and protocol - less effective, slow planning process, bureaucracy, wavering commitment
- unclear role/mandate of organizations
- selling new initiatives for older adults to the consumers and politicians - education

Image

- ignorance, stereotyping
- negative attitudes and myths that currently exist about older adults
- older adults' negative self-image
- the name "senior citizens"
- age barriers - the "old" versus the "older"

Resources

- lack of information, knowledge of options, resources
- limited funding
- limited support staff available
- lack of education
- lack of research and data
- lack of time

Physical and Social Factors

- isolation, segregation versus integration
- shifting from dependence to independence
- disabilities, physical limitations
- language, cultural differences
- dispersed services versus one-stop shopping
- aesthetic-pleasing versus accessible new buildings
- lack of francophone recognition

Government

- limited understanding and support across the Ministries
- disjointed Ministry policies and efforts - Tourism and Recreation, Community and Social Services, Housing, Health, Senior Citizen Affairs
- limited dissemination of information at the policy level to consumers and service providers
- lack of political will, funding priorities and long range planning

Other Change Agents

- lack of effective communication and networking between the various Ministries and agencies at all levels
- conflict/competition between agencies, Ministries, geographic regions - not wanting to share power, successes
- no all encompassing group at the provincial level to voice older adults concerns to government
- deciding who takes the initiative to contact older adult groups
- lack of respect for volunteers
- lack of staff commitment - difficulty reaching front line staff
- less impact from the media

The PEOPLE INVOLVED in implementing action plans to help achieve "Vision 2000" are:

Older Adults

- existing older adult advisory committees, organizations, clubs
- older adults in leadership roles
- pre-retirees
- families of older adults

Government

- staff at all levels of government
- politicians
- an Inter-Ministerial Committee
- Transportation Commissions

The Community

- community leaders, groups, resource people
- Advocacy Councils
- service clubs/providers
- social service agencies, e.g., District Health Councils
- francophone agencies

Professionals

- all Symposium delegates
- recreationists - program and facility people
- parks and recreation administrators
- medical profession
- social service people
- architects, builders, contractors

Educators

- teachers
- Boards of Education

The Private Sector

- Chambers of Commerce
- business/commercial sector
- corporations, business leaders
- employers of older adults
- unions

PROPOSAL #1: IMPROVING THE IMAGE OF OLDER ADULTS

NEEDS/OBJECTIVES

The following needs/objectives were identified to resolve the IMAGE issue:

- Raise awareness and educate the general public of older adults - contributing, involved members of society.
- Shift older adults from being a devalued group to being valued as individuals.
- Improve older adults' self-image
- Support the "wellness image."
- Improve the image of older adults in the media.
- Develop and implement recommendations about how to improve the present image of older adults. Develop a feasible, realistic action plan.

RESULTS ACHIEVED WITHIN TWO TO FIVE YEARS

If the IMAGE issue is resolved, the following results will have been achieved within two to five years:

- Senior citizens clubs will now be intergenerational clubs.
- Agencies will not view older adults as a homogeneous group. They will be recognized as individuals and will not be segregated by their age.
- Improved coordination between community agencies will reduce the duplication of services.
- Older adults will have a positive image of themselves. They will lobby to support this new image.
- Older adults will have political clout and play a larger role in the areas of planning, facilitating and consumer issues. Their status will improve as a result of increased involvement in community programs.
- Older adults will be more visible and will pursue more active life-styles. They will demand more diverse programming.
- The general public will be more sensitive to the needs of older adults.
- Older adults' columns in newspapers will disappear. All information will be integrated into material for the general public.
- Older adults will be integrated with the rest of the population in housing developments.
- Older adults will be retained in the workplace for their knowledge and wisdom.

METHODS TO ACHIEVE THE DESIRED RESULTS

Some ways to move from the present situation to the effective resolution of the IMAGE issue in two to five years' time are:

- Present a positive image of the older adult to the community. Older adults should also be accountable to change their own image. Work with older adults to create a positive self-image and public image.

- Influence the media to present a positive image to the public. Increase government funding for a massive media campaign to change the negative image of older adults. Develop advertisements which portray a positive image of the average older adult. Involve the private sector in directing their advertising toward the mature audience.
- Older adults should take advantage of their political influence.
- Older adults/clubs should be encouraged to tackle community issues. Encourage individuals to be active community members. Educate the public about older adults' creative ideas.
- Assist older adults to access the services, skills and tools available to increase their independence.
- Ensure that quality daily physical activity and lifestyle skill planning is mandatory in the education curriculum.
- Educate the public at all age levels.
- Change titles of senior centres.
- Encourage more intergenerational programming.

GENERAL RECOMMENDATIONS

General recommendations to resolve the IMAGE issue are:

- Develop and implement strategies for improving the present image of older adults. Help alleviate stereotypes of the older adult. Increase recognition of them as individuals who make up a significant sector of our population.
- Improve the image of older adults in the media. Develop an advertising/media campaign to increase the older adults' profile in society.
- Support older adults to develop a sense of self-esteem and personal value. Work together on ways to improve their self-image and lifestyle.
- Encourage older adults to facilitate change in all aspects of their life, with the support and nurturing of agencies and institutions.
- Help older adults understand their "rights" as consumers, and how to exercise them.

DELIVERY AGENT RECOMMENDATIONS

Recommendations for each delivery agent to pursue are as follows:

PROVINCIAL GOVERNMENT OF ONTARIO

- Provide older adult seminars on attitude change, self-confidence and other similar topics to assist older adults in becoming more effective.
- Continue training and education.
- Develop an advertising/media campaign to enhance the image of older adults.
- Become more aware of "grey power."
- Commit funds to support initiatives which address the needs of older adults.
- Develop an inter-Ministerial committee to address and resolve issues.
- Organize an annual conference.
- Do not duplicate services.

MUNICIPAL GOVERNMENT/RECREATION DEPARTMENTS

- Develop/establish an Older Adults Council in the community. Encourage older adults to play a more active role in municipal government.
- Change the name of Senior Citizens Centres.
- Obtain a mission statement from the Association of Municipalities of Ontario (AMO) and commitment for services.
- Provide more resource people in each community.
- Expand the meaning of recreation and leisure to include involving the body, mind and spirit.

PROVINCIAL VOLUNTARY ORGANIZATIONS

- Encourage older adults to develop good volunteer skills. Provide them with the training opportunities to become leaders within their own organizations.
- Help promote a positive image of older adults.
- Establish a community network.
- Promote active involvement in the organizations so that older adults will be represented on the Boards.
- Be a stronger voice for older adult needs and issues.
- Recognize older adults for their wisdom and expertise.
- Make programs more fun.
- Provide educational opportunities.

LOCAL VOLUNTARY ORGANIZATIONS

- Become more involved. Support the older adults in any efforts to get them more involved.
- Access resources.
- Educate your own groups.
- Assess the needs of older adults in the community.
- Generate older adults' interest in becoming involved in voluntary organizations (i.e., members of Board of Directors). Provide effective training opportunities for volunteers.

PROPOSAL #2: INCREASING THE INVOLVEMENT OF OLDER ADULTS

NEEDS/OBJECTIVES

The following needs/objectives were identified to resolve the INVOLVEMENT issue.

- Define involvement. It could include the following concepts: older adult participation; volunteer involvement; guidance to help older adults act on their needs and interests; continuing interest to maintain a quality of life and a positive lifestyle; and can include involvement in other areas of life (e.g., health care, housing, social concerns). The significance of involvement needs to be considered.
- Involve older adults in decision-making, planning, implementation and "hands on" participation. Allow older adults to develop their own programs and give them the responsibility to keep the programs operating. (Ownership is one of the most successful tools for effective involvement.)
- Assist older adults to act on specific issues.
- Inform older adults of the opportunities/resources available at provincial and local levels. Provide older adults with the opportunity to attend training sessions in programming.
- Identify barriers to the involvement of older adults.
- Develop communication and marketing strategies to encourage involvement.
- Change our own attitudes and perceptions about older adults.

RESULTS ACHIEVED WITHIN TWO TO FIVE YEARS

If the INVOLVEMENT issue is resolved, the following results will have been achieved within two to five years:

- Older adults clubs and activities will have expanded.
- The role of the Senior Citizen Centre will change to a resource centre.
- Community recreation facilities will be used more for older adults programming.
- Planning at the grass roots level will increase.
- Greater awareness about aging will be developed through education.
- Older adults will be better equipped to become effective leaders.
- Older adults will participate in recreation program planning. They will suggest new creative programming ideas and run their own programs.
- The role of the recreation practitioner will change. Staff will become facilitators versus program providers.
- Cooperation between organizations and agencies will be increased. There will be better communication, information-sharing and coordination of resources.
- All levels of government will be more supportive of older adult initiatives.

METHODS TO ACHIEVE THE DESIRED RESULTS

Some ways to move from the present situation to the effective resolution of the INVOLVEMENT issue in two to five years' time are:

- Start networking more instead of competition between all the service providers. Develop

more team work across government Ministries. All agencies should be helping each other. Encourage agencies to provide a variety of unduplicated programs, and to share referrals.

- Regional groups should meet regularly.
- Encourage professionals to reduce their involvement in programs and support leadership from older adults. Increase older adult volunteers' ownership of their programs/ideas by involving them more in the planning stages.
- Prepare staff professionals to act as facilitators instead of programmers. Offer more educational opportunities to address the issues and implement role changes.
- Make government and the public more aware of older adults' needs within the community.
- Work with smaller municipalities to pool their resources to provide joint programs.
- Build on community resources. Provide opportunities for older adults to develop the leadership skills and build their self-esteem. Inform them of existing resources and how to utilize government resources.
- Develop marketing strategies.
- Encourage the media to provide a more positive image of older adults.
- Assist older adults to take opportunities to promote their ideas and leadership.
- Send the Symposium report to George Hees (Minister for Seniors Affairs and Veterans Affairs).

GENERAL RECOMMENDATIONS

General recommendations to resolve the INVOLVEMENT issue are:

- Involve older adults in decision-making, planning and implementation. Provide opportunities for "hands-on" participation in program development and delivery.
- Provide good solid programming based on the needs expressed by older adults. Provide opportunities for older adults to attend training sessions in programming, to encourage their leadership of programs.
- Provide current information to older adults to keep them aware of the opportunities/resources available at provincial and local levels.
- Improve communication and marketing strategies.

DELIVERY AGENT RECOMMENDATIONS

Recommendations for each delivery agent to pursue are as follows:

PROVINCIAL GOVERNMENT OF ONTARIO

- Improve networking in terms of communication, coordination and services with Ministries that are involved in older adult issues.
- Continue funding for training for older adults and professionals, to work towards achievable goals.
- Increase funding at the grass roots level to implement and support programming.
- Provide funding to support staff, programs, facilities and education.
- Promote available funding.
- Assess the needs of older adults.

MUNICIPAL GOVERNMENT/RECREATION DEPARTMENTS

- Assess the present situation. Review current policies concerning decision-making for older adults programming.
- Increase cooperation between organizations and agencies. Provide effective liaison between the community and government.
- Develop strategies specifically for older adults. Provide older adults with more responsibility. Create policy which allows authority to be delegated to the volunteer rather than the professional.
- Provide training.
- Increase funding.
- Educate the community about the needs of older adults.

PROVINCIAL VOLUNTARY ASSOCIATIONS

- Support the operation and expansion of projects that are already established.
- Pressure government to improve services based on current trends and issues.
- Increase the profile of volunteers as professionals.
- Provide training for older adult volunteers through OACAO.

LOCAL VOLUNTARY ORGANIZATIONS

- Develop programs that encourage older adult participation.
- Network at the local level with recreation agencies, health organizations, churches, etc.
- Be responsible for identifying and communicating older adults' needs in the community.

PROPOSAL #3: INCREASING EDUCATIONAL INITIATIVES

NEEDS/OBJECTIVES

The following needs/objectives were identified to resolve the EDUCATION issue:

- Educate all age groups on the aging process. Awareness of the opportunities and challenges of aging should begin in elementary school and continue throughout a person's lifetime.
- Make older adults, their families and service providers fully aware of current health issues, the effects of disabilities and the resources available to respond to their needs.
- Debunk the myths and preconceived notions about "leisure." Change the perception of leisure activities as the domain of active, young people.
- Increase awareness of the "leisure lifestyle" and the need for personal long-term planning.
- Provide opportunities for education of older adults at all levels. Make courses and programs available through high schools, universities, colleges and outreach programs.
- Provide older adults with the tools to access programs and resources.
- Make more information on/for older adults available in French.

RESULTS ACHIEVED WITHIN TWO TO FIVE YEARS

If the EDUCATION issue is resolved, the following results will have been achieved in two to five years:

- Leisure for the aging population will be a "hot topic" in the media.
- All levels of the education system from Kindergarten to Post-Graduate studies will incorporate education for leisure.
- Public awareness efforts by the media and the public and private sectors will reinforce the positive aspects of aging.
- Older adults will be seen as individuals first and not as "old people." Children will have direct contact with older adults in the classroom, giving them a better understanding of the aging process.
- Service providers will coordinate their delivery systems. Older adults will have access to integrated services and a wider variety of programs.
- More people will be making use of services and facilities. This will result in a shortage of resources and a need for reallocation of funds.

METHODS TO ACHIEVE THE DESIRED RESULTS

Some ways to move from the present situation to the effective resolution of the EDUCATION issue in two to five years are:

- Be an ambassador to our home communities and share the information gathered at this Symposium.
- Hold a press conference to highlight the conclusions of the Symposium. Establish a "desk" at the local media level to focus on the concerns of older adults.

- Launch a high-profile campaign to increase public awareness of the issues and services relating to older adults.
- Target specific groups (i.e., OMA, recreation professionals) for awareness campaigns.
- Begin long-term education for leisure in schools to prepare young people for the future.
- Encourage community colleges to offer courses in gerontology, leisure services, volunteerism, preparation for retirement, etc.
- Provide opportunities for seniors to dispel myths about aging by assuming leadership roles as counsellors, volunteers and instructors.
- Offer education for leisure to older adults to enhance productive use of leisure time.
- Ministries at all levels should enunciate their stand on older adults issues in policy statements and funding guidelines.
- Provide opportunities for leisure studies in French.

GENERAL RECOMMENDATIONS

General recommendations to resolve the EDUCATION issue are:

- Produce reports: *One Year Later*, in March 1989, and *Two Years Later*, in March 1990, that describe what Initiatives delegates have accomplished as a result of the conference.
- Maintain the government's commitment and enthusiasm to the Initiatives. Ensure that inter-Ministerial cooperation is increased.
- Develop an advocacy package to help inform and involve people at all levels.
- Increase media coverage of the issues: television, radio, newspapers.
- Make the older adults aware of the realities of aging, the power they have, and what they can do for themselves.
- Contact those seniors who are the most difficult to reach.
- Consult the francophone community and receive their input on education initiatives.
- Establish linkages between agencies and institutions at the community level.

DELIVERY AGENT RECOMMENDATIONS

Recommendations for each delivery agent to pursue are as follows:

PROVINCIAL GOVERNMENT OF ONTARIO

- Develop a mechanism by which the government can monitor and adjust implementation of recommendations from the Symposium.
- Increase cooperation between Ministries. Clarify who mandates homes for the aged. Each Ministry should enunciate the importance of population aging in policy statements and funding guidelines. The Ministry of Tourism and Recreation should lead the development of a coordinating mechanism across the Ministries.
- Include older adults in planning at all levels.
- Hold meetings with all groups involved in older adult initiatives to promote the principles of and need for older adult recreation.
- Assist with the development of opportunities for more conferences and networking.

- Be more accessible to the francophone community.
- Make municipal governments and the public fully aware of the needs of older adults.
- Support the delivery (via funding, etc.) of more leadership, education for leisure and pre-retirement courses.
- Assist with the development of opportunities for older adults to develop their skills.

MUNICIPAL GOVERNMENT/RECREATION DEPARTMENTS

- Recognize the needs and rights of older adults.
- Enunciate the importance of population aging through policy statements, funding guidelines, direct funding and programs.
- Develop a promotion package which communicates the true image of older adults. Encourage school boards/teachers to use the package.
- Position recreation as a "hard" service. Inform and involve local politicians in initiatives. Obtain their support for funding.
- Include older adults in planning for themselves.

PROVINCIAL VOLUNTARY ASSOCIATIONS

- Become more proactive. Make people aware of older adult initiatives.
- Review their mandate. Shift priorities and funding to education.
- Develop policy on population aging.
- Determine provincial priorities and develop appropriate action plans.
- Access the number of volunteers available, including older adults.

LOCAL VOLUNTARY ORGANIZATIONS

- Become more proactive. Create awareness and support of the older adult concepts. Expand services to address other older adult issues.
- Determine provincial/local priorities, and develop action plans.
- Make more effective use of the volunteers in the community.
- Increase networking between organizations.
- Provide feedback from delivery agents to educational institutions.

PROPOSAL #4: IMPROVING THE DELIVERY SYSTEM

NEEDS/OBJECTIVES

The following needs/objectives were identified to resolve the DELIVERY issue:

- Keep pace with and respond to changing demographics, needs and demands. Respond to changing community needs.
- Identify resources and inform the consumer of what is available to them in the community. Share the information with educators and service deliverers.
- Provide older adults with opportunities to provide input to their program's delivery. Delivery should be driven by older adults.
- Work in cooperation with all agencies and organizations. Coordinate programs to avoid duplication.

RESULTS ACHIEVED WITHIN TWO TO FIVE YEARS

If the DELIVERY issue is resolved, the following results will have been achieved within two to five years:

- Coordination will increase. Duplication of services will decrease. Gaps in service will be addressed.
- Consumer lobbying will increase.
- An advocacy group will be established to address responsive delivery of services, improved methods of identifying and resolving key issues and leadership education.
- More boards and older adult executives will be in control of the program base.
- Staff will be educators and facilitators. They will be conducting ongoing program/service evaluations.
- The marketing problem will be resolved.
- Consumers will be getting the services and programs they need.
- Awareness programs will be introduced at all school levels.

METHODS TO ACHIEVE THE DESIRED RESULTS

Some ways to move from the present situation to the effective resolution of the DELIVERY issue in two to five years' time are:

- Prepare effective guidelines in individual communities for improving networking for older adults. The community-based groups taking on this responsibility will be determined by the nature and size of the community, i.e., church group, older adults council, MTR, ethnic groups.
- Establish an Advocacy Council/groups that is/are well educated, sophisticated, proactive and in control. Use political clout.
- Initiate a community planning process which addresses the needs of all age groups. Facilitate community involvement/public participation in the process.
- Focus on community development. Assist older adult groups to plan for themselves. Develop provincial, regional and community initiatives assisted by the government. Include the general public and politicians.

- Develop a process for establishing seniors planning groups at various levels of government and service delivery.
- Provide leadership and volunteer skill development programs for older adults.
- Disseminate surveys to receive feedback, data from the consumers. Make Ministry consultants available to each municipality to guide the data collection, analysis of findings, and to support subsequent initiatives.
- Make effective use of computers to collect data and share information across communities. Establish a central data bank at the Ministry of all facilities, programs, and resources, accessible to people/ agencies trying to start up new initiatives.

GENERAL RECOMMENDATIONS

General recommendations to resolve the DELIVERY issue are:

- Foster working together to meet common goals. Coordinate networking between agencies and organizations to develop a comprehensive program base. Share the responsibility to set up and maintain this network.
- Coordinate programs/services to avoid duplication. Increase cooperation between Ministries that provide services to older adults.
- Be open to change and understand change. Recognize that the change process involves long-term education and awareness development.
- Develop an older adults advocacy group.
- Have consultants available to collect data and analyze the information.
- Develop a Provincial Information Bank.
- Develop a directory which includes inter-departmental, inter-disciplinary and inter-Ministerial contacts.

DELIVERY AGENT RECOMMENDATIONS

Recommendations for each delivery agent to pursue are as follows:

PROVINCIAL GOVERNMENT OF ONTARIO

- Implement marketing and educational initiatives.
- Assist in the education and data collection processes.
- Develop/support initiatives at the regional and municipal levels.
- Increase cooperation between the Ministry and the communities.
- Assist with the necessary funding support.

MUNICIPAL GOVERNMENT/RECREATION DEPARTMENTS

- Provide leadership to support new developments, initiatives.
- Facilitate and coordinate the activities of the older adult leaders.
- Develop networking with other municipalities.

PROVINCIAL VOLUNTARY ASSOCIATIONS

- Share information with all associations. Provide a strong resource base.
- Conduct broader-based planning. Support new directions.
- Establish provincial policy that supports the Initiatives.
- Conduct active lobbying. Support special projects and interest groups.

LOCAL VOLUNTARY ORGANIZATIONS

- Be responsive to the new policies of the provincial voluntary associations.
- Establish strong local leadership. Support community planning net-works across local groups, i.e., public health, older adults clubs, centres. Work together to implement initiatives.
- Be active lobbyists. Support local projects and interest groups.

PROPOSAL #5: INCREASING ACCESSIBILITY

NEEDS/OBJECTIVES

The following needs/objectives were identified to resolve the ACCESSIBILITY issue:

- Reduce the physical barriers to accessibility within the parameters of existing programs/ services.
- Focus on urban and rural transportation accessibility.
- Provide accessible information from all sources. "Bring the people to the resources and also bring the resources to the people."
- Make resources, facilities, and programs more accessible for all older adults, wherever they live.
- Provide equity of services to all older adult populations based on geographical differences, economic separations (lifestyle differences), and language/cultural barriers.

RESULTS ACHIEVED WITHIN TWO TO FIVE YEARS

If the ACCESSIBILITY issue is resolved, the following results will have been achieved within two to five years:

- There will be a large increase in services offered to areas outside of the Central Region. A greater awareness of services will also have been created.
- Each community will have their own Accessibility Committee responsible for transportation, distance learning, home learning, cultural and language needs, and barrier-free issues.
- Older adults will be more involved in planning and decision-making for accessibility and program delivery.
- More older adults will be participating in programs.
- More specialized programs will be available focusing on the individual as a person.
- A pro-rated subsidy will be established based on what the older adult can afford to encourage greater participation.
- Cultural groups will be integrated and recognized with widespread community support.
- Satellite facilities will be set up in rural areas and transportation will be available within each geographic area.
- Facilities will be accessible to disabled persons.
- Transportation will be better coordinated, utilizing all existing services.
- Information will be better coordinated from the various Ministries and Regions and sent to the appropriate contact people.

METHODS TO ACHIEVE THE DESIRED RESULTS

Some ways to move from the present situation to the effective resolution of the ACCESSIBILITY issue in two to five years' time are:

- Develop innovative transportation systems, i.e., car pooling.
- Promote and develop partnership agreements with community resource groups.

- Encourage better coordination at all levels.
- Set up regional networks.
- Set up regional planning bodies responsible for the planning of all services and programs for older adults.
- Increase architects' and government's awareness of accessibility considerations for building design..
- Increase funding for renovations of existing buildings through active lobbying.
- Provide more funding for research, pilot projects, and training.
- Spread out pilot projects in remote areas.
- Implement an "International Year of the Community."

GENERAL RECOMMENDATIONS

General recommendations to resolve the ACCESSIBILITY issue are:

- Reduce the physical barriers to accessibility within the parameters of existing programs/ services.
- Coordinate the delivery of existing programs and services (e.g., transportation).
- Distribute services effectively to all older adult populations, based on geographical differences, economic/lifestyle differences and language/cultural barriers.
- Provide more assistance to rural areas. Set up satellite facilities with central transportation.
- Encourage outreach programs. Allocate resources where they are needed most.
- Provide funding for research and pilot projects in transportation, home and distance learning, and multicultural issues as they affect services and programs for older adults.

DELIVERY AGENT RECOMMENDATIONS

Recommendations for each delivery agent to pursue are as follows:

PROVINCIAL GOVERNMENT OF ONTARIO

- Organize an inter-Ministerial planning body to develop a master plan for services and program initiatives for older adults and accessibility. Coordinate deadlines between Ministries. Begin to work collectively.
- Provide more co-operative funding between Ministries.
- Spread out the MTR involvement to outlying areas.
- Educate contact people at the local level more.
- Legislate laws in design and building construction with specific criteria to be "barrier free."

MUNICIPAL GOVERNMENT/RECREATION DEPARTMENTS

- Develop regional planning bodies to do program development, needs assessment, inventory of current programs, services and policies.
- Network with other agencies. Share information with other regions/municipalities.

- Consult with consumers.
- Introduce joint user partnerships for transportation.
- Present bylaws concerning criteria for barrier-free buildings.

PROVINCIAL VOLUNTARY ASSOCIATIONS

- Establish a provincial group to represent and voice concerns of older adults in Ontario.
- Identify and publicize their endorsement of older adult programs.
- Cooperate, communicate and collaborate among recreation and social services.
- Increase awareness of education and accessibility.
- Do more promotion to get more volunteers involved.
- Share information.

LOCAL VOLUNTARY ORGANIZATIONS

- Coordinate existing services and share information. Keep informed to help develop and implement programs.
- Establish a local group to represent and voice concerns of older adults in the local community.
- Organize an older adults talent bank for rural communities.

PROPOSAL #6: INCREASING ADVOCACY

NEEDS/OBJECTIVES

The following needs/objectives were identified to resolve the ADVOCACY issue:

- Identify resources, liaisons, and advocates in the community.
- Help older adults access information.
- Facilitate advocacy from the grass roots level.
- Provide public input into "one stop access."
- Expand awareness of the "uplifted" image of recreational programming. Expand the public's vision of recreation.
- Provide recreational and physical resources for "special groups."
- Organize training on individual and group advocacy, how to network, and on how to use current resources. Learn how to effect change in the community.
- Assist/enable older adults to do for themselves. Foster a "well" community providing independence for older adults in the community.
- Achieve "Quality of Life" for older adults.
- Provide more francophone services in each region.

RESULTS ACHIEVED WITHIN TWO TO FIVE YEARS

If the ADVOCACY issue is resolved, the following results will have been achieved within two to five years:

- Older adults will be seen as productive individuals. They will participate more.
- Cooperation will be improved between departments linking transit, recreation, social services, government agencies and support services.
- The quality of life for older adults will be improved.
- Older adults will know how to be advocates and will continue to be their own voice.
- More awareness training will be provided.
- Recreation will be an umbrella for multi-service centres.
- Recreation will be meshed with the work ethic as a productive and worthwhile enterprise.
- The "wellness" concept will be more understood and practiced.
- There will be more integrated programs and quality fitness programs available.
- Program funding will be re-directed to areas which address the needs of older adults.

METHODS TO ACHIEVE THE DESIRED RESULTS

Some ways to move from the present situation to the effective resolution of the ADVOCACY issue in two to five years' time are:

- Distribute Initiatives information to all service groups.
- Begin education on holistic lifestyles and aging.
- Educate recreation departments about the importance of advocating for older adults.
- Educate the older adult about their rights, i.e., elder abuse.

- Provide more workshops and seminars.
- Change the attitudes of those in the medical field.
- Encourage and assist older adults to advocate on their own behalf, based on their own needs and beliefs.
- Assess the needs of the community. Survey older adults to identify the needs, issues and/or key individuals in the community. Access tax and planning departments for demographics. Feed the results to recreation departments.
- Strike an Older Adults Committee similar to the Ottawa-Carleton Senior Citizens Council.
- Encourage advocacy groups to establish provincial links. Use professional lobbyists (Advocacy Centre for Elderly A.C.E.).
- Encourage all levels of government to communicate and consolidate efforts.
- Encourage more commitment from municipal government. Involve the entire community.
- Get provincial funding to assist with enticing municipalities to take action on older adult advocacy. Tap local service clubs to assist with funding.
- Approach agencies to discuss issues to determine if older adults are interested and want to have input.
- Encourage the media to advertise older adults in active roles.

GENERAL RECOMMENDATIONS

General recommendations to resolve the ADVOCACY issue are:

- Educate the public about current services and those which are needed. Encourage the local level to take the initiative to develop services.
- Inform the public and older adults about the recreation opportunities available.
- Expand all people's vision of recreation. Promote an image of recreation as a meaningful and valuable part of life. Sensitize and educate all levels of government to the value of recreation and its importance in the quality of life.
- Facilitate advocacy at the grass roots level. Break down political barriers. Give people the mandate to get involved in issues affecting the older adult.
- Provide advocacy training to individuals and groups (e.g., communication skills, lobbying, presentation skills, networking, utilizing resources).

DELIVERY AGENT RECOMMENDATIONS

Recommendations for each delivery agent to pursue are as follows:

PROVINCIAL GOVERNMENT OF ONTARIO

- Develop networking guidelines, models and resource lists.
- Continue development of the Initiatives Program.
- Decrease the number of red tape procedures.
- Share more information and new initiatives with the public.
- Print all publications in large type.
- Encourage municipalities to become more involved.
- Develop an inter-Ministerial committee.
- Sponsor "Year of the Aged."

MUNICIPAL GOVERNMENT/RECREATION DEPARTMENTS

- Clarify a mission and mandate for recreation.
- Encourage networking/partnerships/working with each other. Consult with older adults committees in an advisory role.
- Support, educate, plan and involve staff and older adults.
- Communicate regional activities in French.

PROVINCIAL VOLUNTARY ASSOCIATIONS

- Support the volunteers.
- Encourage awareness of local initiatives.
- Provide quality leadership and advocacy training, program service and delivery.
- Lobby MPs and MPPs.
- Share resources/ideas and network.

LOCAL VOLUNTARY ORGANIZATIONS

- Provide local awareness in the community.
- Provide more programs for older adults.
- Do more networking.
- Provide more information and support for volunteer development.

PROPOSALS FOR BUILDING REGIONAL NETWORKS

DELEGATES MET in their regional groups to discuss their commitment to helping implement "Vision 2000" and the proposals for action. The groups outlined the steps needed to begin and maintain networking in their regions. Highlights of proposals from the Metropolitan Toronto Region, South-western Region, Central Region, Eastern Region, Northwestern Region and the Northeastern Region are presented in this section.

METROPOLITAN TORONTO REGION

Delegates from the Metropolitan Toronto Region established the following steps for developing a strong regional network:

BENEFITS OF NETWORKING

Networking in the Metropolitan Toronto Region will provide opportunities to:

- foster follow-through of recommendations from the conference
- coordinate services, reduce duplication, enlarge the scope of services
- jointly address demographic statistics, demands
- share information on the services of other agencies, successes and failures, funding sources; share resources
- get to know other colleagues, share with co-workers, develop new partnerships
- increase ownership and involvement at the municipal level

PEOPLE INVOLVED

The people involved in the networking include:

- anyone concerned with/involved in older adult services, i.e., voluntary organizations, parks and recreation departments, government, commercial sector, private sector
- other Ministries and programs involved in services for older adults
- representatives from the older adult population
- limit to a geographic area

IDEAS FOR MAINTAINING CONTACT/DEVELOPING A NETWORK

Some means of maintaining contact and networking are:

- develop a common theme/cause to focus our networking
- create computerized database accessible by phone
- develop a mailing list for information dissemination, newsletters
- hold regular inter-agency meetings, i.e., breakfast, lunch meetings, held quarterly
- network with Older Adult Centres
- research existing networks and integrate new ideas into it

COMMITMENT TO ACTION

Decisions made for initiating the regional network were:

Activities to undertake:

- meet needs of group we serve
- research existing networks and make new contacts
- exchange information through newsletters

When and how:

- within next three months
- maintain contact by mail, phone, interagency meetings

Help needed:

- support from MTR, educational system
- input from agencies to define issues

First step:

- MTR should initiate interagency meeting

SOUTHWESTERN REGION

Plans for follow-up to the Symposium in the Southwestern Region include:

BENEFITS OF NETWORKING

Networking in the Southwestern Region will provide opportunities to:

- share information, resources
- reduce duplication of services
- develop regional priorities for leisure services to older adults
- stay motivated and keep issues up front

PEOPLE INVOLVED

The people involved in the networking include:

- seniors and volunteers
- politicians
- service providers
- researchers, educators, students
- MTR regional representatives
- churches

IDEAS FOR MAINTAINING CONTACT/DEVELOPING A NETWORK

Some means of maintaining contact and networking are:

- establish a directory of regional resources
- exchange newsletters
- set up regular meetings (retreats, luncheons, conferences, etc.)
- work on joint projects, i.e., Senior Games

COMMITMENT TO ACTION

Decisions made for initiating the regional network were:

Activities to undertake:

- strengthen community recreation networks
- organize annual regional meeting
- share information, resources
- increase consumer involvement in setting direction of services

When and How:

- immediately (mechanism is already in place)
- local meetings before June, 1988, annual regional meeting before provincial budget January, 1989
- maintain contact through newsletters, regular meetings, directory, regional consultant (MTR)

Help needed:

- funding (newsletter, mailings, mileage, telephone)
- leadership by MTR to initiate and facilitate meetings
- support from seniors
- support from employers (to justify commitment of time)

First step:

- each participant must take action to build support in their community, i.e., phone another service provider
- MTR consultants should plan initial meeting with delegates; group would then become self-directed

CENTRAL REGION

The Central Region developed the following operational plans to build on directions set at the Symposium:

BENEFITS OF NETWORKING

Networking in the Central Region will provide opportunities to:

- share ideas
- touch base with other communities
- avoid duplication of services

PEOPLE INVOLVED

The people involved in the networking include:

- providers of health and recreational services for seniors in our area
- providers of recreational services in the larger region

IDEAS FOR MAINTAINING CONTACT/ DEVELOPING A NETWORK

Some means of maintaining contact and networking are:

- establish a directory of professional contacts
- meet regularly with organized groups

COMMITMENT TO ACTION

Decisions made for initiating the regional network were:

Activities to undertake:

- organize semi-annual meetings (to be facilitated by MTR)

When and how:

- start-up when report completed
- maintain contact by telephone and directory

Help needed:

- MTR to facilitate and raise issues

EASTERN ONTARIO REGION

Delegates from the Eastern Ontario Region developed the following proposal for networking:

BENEFITS OF NETWORKING

Networking in the Eastern Ontario Region will provide opportunities to:

- share ideas, concerns, facilities
- establish standard of service
- avoid duplication of services
- cooperate in planning activities

PEOPLE INVOLVED

The people involved in the networking include:

- seniors and volunteers
- educators
- older adult service providers
- Ministry staff
- professionals involved with older adults
- municipal politicians

IDEAS FOR MAINTAINING CONTACT/DEVELOPING A NETWORK

Some means of maintaining contact and networking are:

- organize annual meeting assisted by MTR regional offices
- send out provincial newsletter (bilingual)
- expand mailing lists

COMMITMENT TO ACTION

Decisions made for initiating the regional network were:

Activities to undertake:

- develop a greater sensitivity to the needs of older adults
- open lines of communication within and outside our organizations
- set up regional meeting

When and how:

- immediately
- maintain contact through newsletters, meetings

Help needed:

- coordination by MTR
- funding
- supplies

First step:

- Initiatives Symposium is the first step
- MTR should initiate interagency meeting
- each delegate has a responsibility to share information

NORTHWESTERN REGION

Plans developed for follow-up to the Symposium in the Northwestern Region include:

BENEFITS OF NETWORKING

Networking in the Northwestern Region will provide opportunities to:

- share information
- address common issues
- enjoy fellowship
- discuss new issues

PEOPLE INVOLVED

The people involved in the networking include:

- all service delivery associations
- seniors
- government representatives, e.g., MTR
- related professional organizations, e.g., community service groups
- educators

IDEAS FOR MAINTAINING CONTACT/DEVELOPING A NETWORK

Some means of maintaining contact and networking are:

- exchange newsletters
- attend workshops
- set up focus groups
- use existing organizations

COMMITMENT TO ACTION

Decisions made for initiating the regional network were:

Activities to undertake:

- stay committed
- make contacts within and outside our community
- set up regular regional meetings (within regional municipality)

How:

- by newsletter, telephone, through OACO

NORTHEASTERN REGION

The Northeastern Region delegates developed the following plan for initiating networking in their region:

BENEFITS OF NETWORKING

Networking in the Northeastern Region will provide opportunities to:

- improve communication - share ideas, resources, information
- avoid duplication of programs
- reduce isolation from South/Central Ontario Region
- strengthen lobby

PEOPLE INVOLVED

The people involved in the networking include:

- MTR (to organize newsletter)
- Ministry of Senior Citizens' Affairs
- all government levels
- senior citizens' centres
- educators (gerontology, health care)
- everyone in the community
- *Contact North*

IDEAS FOR MAINTAINING CONTACT/ DEVELOPING A NETWORK

Some means of maintaining contact and networking are:

- tap into *Contact North*
- organize regional workshops
- set up regional council
- use telemarketing, teleconferencing
- set up newsletters
- request funding for staff education
- identify overlap in related Ministries
- establish contacts with Northern Affairs
- reach out as recreationists

COMMITMENT TO ACTION

Decisions made for initiating the regional network were:

Activities to undertake:

- identify and deal with issues affecting older adults in Northeastern Ontario
- educate our community
- share ideas and information
- form a partnership of seniors and professionals
- combat isolation through communication

When and How:

- immediately
- through newsletters, regional teleconferencing, annual regional conference
- through MTR representative

Help needed:

- funding
- leadership - lead role by MTR
- resource people
- education on need for networking

First step:

- circulate information from Symposium
- contact delegates on mailing list

RECOMMENDATIONS FOR FOLLOW-UP

THE THINK TANK TEAM identified commitment to follow-up on directions set at the conference as a key determining factor in the success of the Ministry's Initiatives portfolio. The Team met the final morning of the Symposium to address this challenge of maintaining the momentum started at the conference. Their discussions were shared with the delegates.

They developed three recommendations:

1. APPLAUD INITIATIVES

The group congratulates the Ministry of Tourism and Recreation on its current and future initiatives for older adult recreation, as identified by Assistant Deputy Minister Bob Secord at Tuesday evening's banquet.

The Team suggests that each conference participant write a letter of thanks to the Ministry for the Initiatives Symposium and for their support in the development of quality recreation through existing and proposed initiatives.

This letter should be written to the Minister of Tourism and Recreation, the Honourable Hugh O'Neil, and our Premier, the Honourable David Peterson. A carbon copy of the letter should be sent to M.P.s to generate awareness at the local level. The writer should indicate his/her agency, its role in recreation for older adults, and the community it serves.

2. COMMIT ENERGY TO IMPLEMENT RECOMMENDATIONS FROM THE SYMPOSIUM

All delegates must be committed to assist in making "Vision 2000" happen. They should begin implementation of their proposals for building networks and partnership in their regions. Participation in the Ministry's follow-up activities should be maximized.

3. PROVIDE GUIDANCE TO THE MINISTRY

The members of the Think Tank Team request the opportunity to assist the Ministry in addressing the recommendations for action to achieve "Vision 2000."

The Team would like to meet with Ministry representatives to review the conference material. Together, they will develop a process to follow-up on the recommendations and action steps developed at the Symposium. The process will incorporate input from the Symposium participants.

FOLLOW-UP PLAN

AS A "KICK OFF" EVENT to the Creative Initiatives program, the Symposium was a resounding success. Everyone who participated, including delegates, facilitators, resource people, and planning committee members, contributed to that success. The outcome was an exciting opportunity to share, network, learn, grow and plan for the future of recreation services for Ontario's older adults. We left Ottawa feeling that together we can make "Vision 2000" happen.

Many delegates expressed their support and willingness to participate in the next steps of the project. We have begun to capitalize on that support: the "Think Tank Team" provided much input into this "Follow-up Plan". In addition, information was collated from this report, symposium evaluations and individual consultations to form the basis of 1988-1989 planning.

LOCAL INITIATIVES PLANNING:

Two major projects are planned. The first, "LOCAL INITIATIVES PLANNING" will be a 1 1/2 day event geared toward expanding and extending the ideas and concepts developed by the Symposium delegates. Invitations to the events will be extended to all Symposium delegates as well as others providing recreation services to older adults.

In order to accommodate all potential participants, seven events are planned, two in Central and Eastern regions, one each in Northeast, Northwest and Southwest regions. The events are scheduled for late October and November, 1988.

All Symposium delegates and participants in the local planning events will be asked to respond to a survey designed to prioritize the recommendations/ issues/concerns of this report based on local needs. This report and the results of the survey will provide the "anchor" for the next stages of planning.

Limited funds are available to support community pilot projects that result from the planning events. It is expected that the funds can assist in providing the necessary "seed money" to implement the good ideas generated by the participants in the 1 1/2 day planning events.

REGIONAL TRAINING:

The second major focus for this year is REGIONAL TRAINING focusing on issues identified by the Symposium delegates: Community Development, Leadership Development for practitioners and volunteers, and Wellness/Quality of Life Issues. The training will be geared toward the programmer/direct service provider and the older adult leader. Five 2-day events (depending on regional needs) will occur in the spring of 1989.

Discussion papers designed to help us focus on the issues of Community Development, Leadership, and Wellness will be distributed to all the Symposium delegates, planning and regional training participants.

INITIATIVES UPDATE:

A very clear recommendation from the Symposium delegates was the need for current information. To that end a bi-monthly bulletin will be distributed to all Symposium delegates in order to support the information sharing and networking that we began. Distribution will be extended to participants involved in the regional events. The bulletin titled "INITIATIVES UPDATE" will be 3-hole punched so that it can be stored in the Initiatives binder given to all Symposium delegates.

This report documents goals and strategies to make "Vision 2000" a reality. By working together in the coming months we can begin to implement the vision where it matters - in the communities in which we live and work.

If you would like to participate in the planning of these events or want more information, please call:

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